

file - DDS&T
MAP

16 February 1978

MEMORANDUM FOR: Director of Central Intelligence
FROM : Deputy Executive Secretary
SUBJECT : Your 17 February Meeting with the
DDS&T Management Advisory Panel

Attached as background for your 17 February, 2:00 p.m. meeting with the DDS&T Management Advisory Panel is a summary of the progress made on the major recommendations they submitted to you during your first session with them on 1 June 1977. Two members of the current group attended that meeting.

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Attachment

Summary of Progress Made on DDS&T MAP Recommendations Submitted on 1 June 1977
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1. Assume a forward looking, self-initiated posture in public affairs to enhance the Agency's image,

- You have appeared on network television
 - "Face the Nation"
 - "Today"
 - "Good Morning America"

- You have made numerous public speeches to
 - colleges
 - clubs
 - organizations
 and have encouraged other senior Agency officials to do the same

- You have had numerous interviews with major magazines
 - Time
 - Newsweek
 - U.S. News and World Report

2. Implement a one-Agency concept through programmed inter-directorate lateral rotations and transfers,

- You discussed this subject at length at your "Saturday Morning Meeting with Messrs. Blake, Janney, and [REDACTED]"

- Though no formalized rotation program exists, you were satisfied that sufficient lateral movement takes place,

3. Implement a mechanism for evaluating and controlling each phase of the intelligence cycle within each component of the Intelligence Community.

(Discussion centered on the role of the IC Staff)

- Work has begun on restructuring the IC Staff, now Resource Management,

- The Policy Review Committee provides a forum for senior policymakers to establish collection priorities and relate them to resources and to review the intelligence product,

- Current plans call for your new Deputy for Collection Tasking to oversee the dissemination of all intelligence,

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4. Because the EEO Program has been ineffective, its functions should be centralized in the Office of Personnel.

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--D/EEO Omega Ware reviewed the group's comments on this and found them too broad to respond to constructively.

--He would like to meet with the MAP to discuss its concerns in a more concrete manner,

--Omega can then present specific proposals to you as appropriate.

5. Disestablish Agency policy on MBO leaving it as an option for use on a voluntary basis.

--[REDACTED] reports MBO is no longer an official Agency policy, but managers can use it as a tool as they choose.

6. To enhance the status of clerical employees:

--review and consider restructuring clerical positions and titles

--include clericals in rankings, evaluation panels, etc.

--A Secretarial/Clerical Management Advisory Group has been formed to address and advise you, the DDCI, and senior management on the whole range of clerical issues.

--You have approved creation of Directorate-wide career panel systems for all clericals GS-7 and above.

7. Develop dual career ladders enabling advancement without assuming managerial responsibilities.

--You discussed this with Messrs. Blake, Janney and [REDACTED] at your "Saturday Morning Meeting" on personnel issues.

--The Office of Personnel is now preparing recommendations.

--You have asked new DDCI Carlucci to study this and other personnel issues.

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APPROVAL		DISPATCH		RECOMMENDATION	
COMMENT		FILE		RETURN	
CONCURRENCE		INFORMATION		SIGNATURE	
Remarks: FYI -- attached are background papers prepared for DCA's meetings with DDSTT & DDA MAC groups. Couldn't have done them without your help -- thanks a lot -- Atrave this is only the beginning!					
FOLD HERE TO RETURN TO SENDER					
FROM: NAME, ADDRESS AND PHONE NO.				DATE	
[REDACTED] Deputy ES, X4301				3/3/78	
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